

OFFICIAL GAZETTE



GOVERNMENT OF GOA

NOTE: — There are five Extraordinary issues to the Official Gazette, Series II No. 25 dated 22-9-94 as follows:

1. Extraordinary dated 22-9-94 from pages 321 to 322 regarding Notification and Corrigendum from Revenue Department.
2. Extraordinary No. 2 dated 22-9-94 from pages 323 to 328 regarding Notification from Legislature Secretariat.
3. Extraordinary No. 3 dated 26-9-94 from pages 329 to 330 regarding Notification from Legislature Secretariat.
4. Extraordinary No. 4 dated 27-9-94 from pages 331 to 332 regarding Notifications and Corrigendum from Revenue Department.
5. Extraordinary No. 5 dated 28-9-94 from pages 333 to 334 regarding Notification from Department of Community Development and Panchayats.

GOVERNMENT OF GOA

EDUCATION DEPARTMENT

Order

No. 23/4/93-EDN

The ad-hoc appointment of the following teaching staff in the Government College, Quepem, is hereby extended for a period of six months w.e.f. the dates indicated in Column No. 3 or till the posts are filled up on regular basis, whichever is earlier, on the same terms & condition.

Sr. No.	Name of the Lecturer and designation	Date from which the ad hoc appointment is extended
1.	Mr. Narayan V. Bandodkar, Lecturer in Physics	5-8-1994.
2.	Mr. T. C. Taranath, Lecturer in Botany	12-8-1994.
3.	Dr. Rajendra Rao Kulkarni, Lecturer in Zoology	5-8-1994.

By order and in the name of the Governor of Goa.

G. J. Prabhudessai, Under Secretary (Education).

Panaji, 2nd September, 1994.

Order

No. 23/10/92-EDN

The ad hoc appointments of the following teaching staff in Government College, Quepem, is hereby extended for a further period of six months w.e.f. the dates indicated in

column No. 3 or till the posts are filled up on regular basis, whichever is earlier, on the same terms and conditions:—

Sr. No.	Name of the Lecturer and designation	Date from which the ad hoc appointment is extended
1.	Miss Amrita Dessai, Lecturer in Konkani	19-6-1994.
2.	Miss Bernadette Gomes, Lecturer in Sociology	27-2-1994.
3.	Miss Elizabeth J. Henriques, Lecturer in Economics	9-3-1994.

By order and in the name of the Governor of Goa.

G. J. Prabhudessai, Under Secretary (Education).

Panaji, 2nd September, 1994.

Order

No. 25/12/93-EDN

Sanction of the Government is hereby conveyed for extending the period of ad-hoc appointment of Kum. Pushpa K. Dessai, Lecturer in Physics in Government Polytechnic, Bicholim, for a further period of six months w.e.f. 16-8-1994 or till the post is filled up on regular basis, whichever is earlier.

By order and in the name of the Governor of Goa.

G. J. Prabhudessai, Under Secretary (Education).

Panaji, 6th September, 1994.

Order

No. 14/4/91/EDN(Part file)

Read: Government Order No. 14/4/91/EDN (Part file) dated 24-3-94.

The ad-hoc appointment of Shri P. D. Kolambkar as Deputy Director of Education in Directorate of Education is hereby extended upto 31-1-1995 or till the post is filled up on regular basis, whichever is earlier, on the same terms and conditions.

By order and in the name of the Governor of Goa.

G. J. Prabhudessai, Under Secretary (Education).

Panaji, 7th September, 1994.

Order

No. 16/13/92-EDN

The ad hoc appointment of the following teaching staff in the Goa College of Engineering, Farmagudi, is hereby extended for a further period of six months w.e.f. the dates indicated under Column No. 3, or till the posts are filled up on regular basis, whichever is earlier, on the same terms & conditions:—

Sr. No.	Name of the teacher and designation	Date from which the ad hoc appointment is extended
1	2	3
1.	Shri Umesh Bapat, Lecturer Computer Engineering	20-09-1994
2.	Shri R. C. Behere, Asstt. Prof. Computer Engineering	27-09-1994

By order and in the name of the Governor of Goa.

G. J. Prabhudessai, Under Secretary (Education).

Panaji, 6th September, 1994.

Order

No. 8/3/81-EDN-Vol. II

Read:- Govt. Order No. 8/3/81-EDN-Vol. II dated 30-6-1994.

Sanction of the Government is hereby conveyed for extension of ad hoc appointment of below mentioned two officers in the Directorate of Sports & Youth Affairs, Panaji for further period of six months as indicated against their names or till the posts are filled up on regular basis, whichever is earlier.

Sr. No.	Name of the officer and designation	Extension granted upto
1.	Shri Redento de Souza, Asstt. Director of Coaching	19-6-94 to 18-12-94
2.	Shri N. G. Akhargekar, Asstt. Director of Project	16-7-94 to 15-1-95

By order and in the name of the Governor of Goa.

G. J. Prabhudessai, Under Secretary (Education).

Panaji, 7th September, 1994.

Order

No. 8/34/92-EDN(Cult)

Read:- Govt. Order No. 8/34/92-EDN(Cult) dated 4-7-1994.

Government is pleased to extend the ad hoc appointment of the below mentioned officers in the Directorate of Art & Culture Panaji for a further period of six months as indicated against their names or till the posts are filled up on regular basis whichever is earlier.

Sr. No.	Name of the officer and Designation	Extension granted upto
1.	Shri M. V. Naik, Director, Art & Culture, Panaji	4-8-1994 to 3-2-1995
2.	Shri A. K. Lotlikar, Asstt. Director of Culture	4-8-1994 to 3-2-1995

By order and in the name of the Governor of Goa.

G. J. Prabhudessai, Under Secretary (Education).

Panaji, 7th September, 1994.

DEPARTMENT OF COOPERATION

Office of the Registrar of Coop. Societies and Ex-Officio Jt. Secretary

Order

No. 19/12/93/TS

Read:- 1. This office order No. 15/10/92/TS dated 17-6-1992 appointing S/Shri M. A. Dessai and P. R. Marathe, Asstt. Registrar of Co-operative Societies, South Zone, Margao and Bank Inspector, Goa State Co-operative Bank Ltd., Vasco Branch respectively as Administrators of the Goa Naval Civilian Staff Co-operative Credit Society Ltd., Vasco in terms of Sub-clause (ii) of clause (a) of sub-section (1) of section 78 of the Act read with clause (b) of sub-rule (1) of Rule 61 of the Co-operative Societies Rules 1962 initially for a period of one year from the date of taking over the charge.

In exercise of the powers vested in me under Sub-clause (ii) of clause (a) of sub-section (1) of section 78 of Maharashtra Co-operative Societies Act, 1960 as applied to the State of Goa read with clause (b) of sub-rule (1) of Rule 61 of the Co-operative Societies Rules 1962, I, D. C. Sahoo, Registrar of Co-operative Societies, Goa hereby extend the period of the Administrators of the Goa Naval Civilian Staff Co-operative Credit Society Ltd., Vasco-da-Gama for further period of one year with retrospective effect from 17-6-93 to 16-6-94.

D. C. Sahoo, Registrar of Co-operative Societies, Goa.

Panaji, 15th July, 1993.

Order

No. 19/12/93/TS

Read:- 1. This office order of even number dated 17-6-92 superseding the Managing Committee of the Goa Naval Civilian Staff Co-operative Credit Society Ltd., Vasco and appointing Shri M. A. Dessai, Asstt. Registrar of Co-operative Societies, South Zone, Margao and Shri P. R. Marathe, Bank Inspector, Goa State Co-operative Bank Ltd., Vasco Branch as Administrator for a period of one year.

2. This office order dated 14-7-93 extending the period of Administrators of the said society for further period of one year i.e. 16-6-94.

In partial modification of this office order of even number dated 17-6-92 as cited as serial No. 1 above and in exercise of the powers vested in me under Section 78 of the Maharashtra Co-operative Societies Act, 1960 as applied to the State of Goa read with Rule 61 of the Co-operative Societies Rules, 1962 I, D. C. Sahoo, Registrar of Co-operative Societies, Goa hereby appoint Shri Bonamis Fernando, Co-operative Officer, South Zone, Margao as one of the Administrator of the Goa Naval Civilian Staff Co-operative Credit Society Ltd., Vasco-da-Gama in place of Shri M. A. Dessai, Asstt. Registrar of Co-operative Societies, South Zone, Margao with immediate effect.

D. C. Sahoo, Registrar of Co-operative Societies, Goa

Panaji, 15th July, 1993.

Order

No. 19/1/93/TS

1. This office Notice No. 19/1/93/TS dated 22-4-93 issued to all the members of the Managing Committee of the East Quepem V.K.S.S. Society Ltd., Curchorem-Goa, under Section 78(1) of the Maharashtra Co-operative

Societies Act, 1960 as applied to the State of Goa read with Rule 61 of the Co-operative Societies Rules, 1962.

2. Reply dated 28-4-93 received from Shri Cyril Fernandes and three others to this office show Cause Notice of even No. dated 28-4-93.

The East Quepem V.K.S.S. Society Ltd., Curchorem was registered on 23-4-63 with the main object as envisaged in the byelaws of the society to provide the members with the agricultural loan and allied requirements and also to provide members as well as non-members all the items of daily necessity. The society also undertakes H. P. Gas Services.

It is found that the affairs of the society were not managed by the Managing Committee in proper way and also did not perform their duties as envisaged in Act, Rules and Byelaws of the society as a result serious irregularities involving the funds of the society in misappropriation have been noticed. The details of which are under:—

The financial position of the society has been deteriorated considerably due to mismanagement of the affairs of the society as a result of which the society has been forced to obtain clean cash credit facilities from the Goa State Co-operative Bank Ltd., Curchorem which was not required in the past. This is due to the result of mismanagement by the present office bearers which can be seen from the below cited financial position of the past years compared to the present year.

The position of cash in hand/bank was Rs. 57,499/- and Rs. 1,42,142/- as on 31-3-91 has been considerably decreased to Rs. 37,395/- as on 31-3-92 respectively with the increase in yearly business turnover cash at Bank balance should have substantially gone up. The funds as on 31-3-91 were quite sufficient to undertake all the business activities of the society whereas by November, 1992 the said condition has been so weakened that the society had to go for borrowing from the above bank due to bankruptcy by mismanagement for which the office bearers who are still continuing are responsible.

2. Serious observations and malpractices and irregularities were noticed in the course of audit for the Coop. Year 1991-92.

(a) The shortages of refills to the extent of 394 No. for non accounting of sales proceeds were noticed in the Gas section of the society and no action is taken by the office bearers who were responsible and still on the Managing Committee.

(b) The godown transfer entries of Gas refills to Curchorem gas outlet have been wilfully manipulated with intention to create abnormal shortages of gas refills in the godown.

(c) No control has been exercised by the Management on operational expenses in respect of gas section due to which there is abnormal rise in such expenditure as compared to previous year thus resulting losses in the society.

(d) No allocation of duties have been assigned for regular maintenance of stock well as issue of bill books etc. in the proper procedure. Hence the cash memo books and its account is not maintained and also the same are not used in serial orders giving scope to manipulations and misuse of cash memos and thereby possibility of omitting to account some receipts in the cash book for which this office was forced to order an inquiry/inspection under Section 83 of the Act.

3. Losses against shortages of controlled commodities approx. Rs. 11,400/- were noticed by audit which are occurred in the Fair Price Shop No. 7 Curchorem. Similarly short sales to the extent of Rs. 3,097/- have been detected in the same Fair Price Shop. The Managing Committee has failed to take action.

4. The society has shown short receipts of Misc. income e. g. store repairs, installation/servicing charges in the Gas Section, Curchorem amounting to Rs. 2,300/- and absolutely no checks and controls have been exercised by the management over such transaction in accordance with specific duties entrusted to it under byelaws.

5. Over-valuation of closing stock by approx. Rs. 55,000/- has been shown towards stores and grocery items, which is revealed from stock valuation report as on 31-3-92. The society is in loss during the year under audit inspite of above

overvaluation of closing stock, net loss is shown to the extent of Rs. 7,000/- as on 31-3-92. The office bearers even though still are in office no action has been taken to get this amount recovered and precautionary action taken.

6. There are number of complaints on the election conducted by the management and having convinced certain defects in conducting the election and advice given by the office of the Asstt. Registrar of Coop. Societies, South Zone, Margao for extending the date of filling the nomination which was within the law and was quite necessary for smooth and healthy election has not been observed by the management. Thus they have arranged to get the number of nominations limited to the number of vacancies on the Managing Committee and managed to get them elected unopposed.

7. The Managing Committee was directed by the Asstt. Registrar of Coop. Societies, South Zone to file the execution cases for recovery of amounts under misappropriation as well as channelising arbitration case for recovery of outstanding loan from the defaulters. However, the management has failed to file such arbitration cases in proper manner and on the other hand have repaid Rs. 28,050/- towards outstanding loan to the Bank alongwith interest approximately Rs. 60,000/- without taking any action against defaulters and examining financial implication resulting thereby in short fall of funds of the society for its regular business, as a result of which the society has to borrow additional funds in the form of clean cash credit loan from the bank during the year 1992-93.

8. It has also been intimated by the Mamlatdar of Quepem under his letter dated 31-12-92 that the distribution of ration to the card holders is irregular due to late and irregularities in lifting of ration quota. In so far as Gas Cylinder is concerned, waiting list is maintained by the society from 20-10-1992. As verified from the records in all about 8500 bookings were made at Curchorem out let upto 18-2-1993. During the period, the society has obtained 60 loads of Gas Cylinders containing about 18000 cylinders of which 8000 were given for distribution at Quepem outlet and remaining 10000 were to be distributed according to waiting list maintained at Curchorem outlet. Even though 12000 Gas Cylinders were available for supply, several persons in the waiting list yet to lift their demand. In spite of lesser number of booking and supply being considerable, the customers do not get the Gas Cylinders in time. Many of the customers who have booked are to wait for more than a month. This is mainly because the distribution of Gas Cylinders are not in accordance with the waiting list. This is a major malpractice being played by the management, during the period from October, 1992 onwards even though waiting list is maintained.

9. Even though the society is having considerable business the financial position of the society has not shown any improvement even after taking over the charge by the present managing committee. The financial requirements of the society are met by Hypothecation Cash Credit obtained from Goa State Coop. Bank Ltd. The financial position of the society can be assessed only after verifying the books of accounts. However the latest financial position cannot be assessed due to absence of maintaining upto date accounts. The Managing Committee has managed to keep all the books of accounts. However the latest financial position cannot be assessed due to absence of maintaining upto date accounts. The Managing Committee has managed to keep all the books of accounts incomplete so that the misdeeds shall not be possible to be detected. There is no control over the financial aspects of the society as a result of which the ration quota and gas cylinders distribution continue to be adversely affected. This is mainly due to the fault on the part of committee members still comprising in the present committee.

10. After taking over the charge of the present committee no efforts have been made to recover the outstanding loans/overdues amounting to Rs. 60,000/- and misappropriation amount as per previous audit amounting to Rs. 48,383.75, inspite of repeated directions given by the zonal office. The cases filed under arbitration and execution as regards the above amount are incomplete and are not being complied with the observations made by the zonal office inspite of lapse of considerable time with mala fide intention and vested interest. No action has been taken by the managing committee on the observations made in the audit report for the year 1991-92. Though the specific instructions are given to the society no action is being taken against the concer-

ned on the amount shortaged and misappropriation. The amount so involved is to the extent of Rs. 1,00,000/- as per the audit report for the year 1991-92.

11. The Managing Committee has not taken any action to pay the Government dues including audit fees, Government loan instalments, etc. inspite of repeated instructions and directions, amounting to Rs. 28,474/-. The society has even failed to pay the Registrar's Nominees fees in respect of the misfeasance cases filed on the past Managing Committee and it is purposely delayed.

12. The members of the Managing Committee of the aforesaid society vide this office notice of even No. dated 23-4-93 cited at Sr. No. 1 above were called upon in terms of Sub-Rule (2) of Rule 61 of the Co-operative Societies Act, 1962 and Section 78 of the Maharashtra Cooperative Societies Act, 1960 as applied to the State of Goa to show cause in writing within the time stipulated therein as to why the Managing Committee of the said society should not be superseded and that the Administrators be appointed to manage the affairs of the society. The Goa State Co-operative Bank Ltd., Panaji was also consulted in the matter.

The reply furnished by Shri Cyril Fernandes and 3 others has not been found satisfactory and convincing.

In view of the above, I am satisfied that the situation warrants for appointment of Administrators. Therefore, I pass the following order:—

ORDER

In exercise of the powers vested in me under Sub-Section (1) of Section 78 of the Maharashtra Co-operative Societies Act, 1960 as applied to the State of Goa read with Sub-Rule (1) of Rule 61 of the Co-operative Societies Rules, 1962, I, D. C. Sahoo, Registrar of Co-operative Societies, Goa hereby supersede the Managing Committee of the East Quepem V. K. S. S. Society Ltd., Curchorem-Goa consisting of the following members:—

1. Shri Cyril Fernandes
2. Smt. Shanti Vishnu Naik
3. Shri Prakash Gaonkar
4. Shri Tulshidas B. Naik
5. Shri Xavier Neques
6. Shri Pascol P. Vas
7. Shri Sandeep Mandrekar

Further, in exercise of the powers vested in me under Sub-Clause (ii) of Clause (a) of Sub-Section (1) of Section 78 of the Act read with Clause (b) of Sub-Rule (1) of Rule 61 of the aforesaid Rules hereby appoint the following persons as Administrators of the East Quepem V. K. S. S. Society Ltd., Curchorem-Goa, to manage the affairs of the society in place of Managing Committee so removed with immediate effect until further orders not exceeding one year from the date of taking over the charge:—

1. Shri A. C. Kamat, Joint Mamlatdar, Quepem-Goa —Chairman.
2. Shri P. M. Naik, Sr. Inspector, Coop. Societies Office of the Asstt. Registrar of Coop. Societies, South Zone, Margao. —Member.
3. Shri Vinod Naik, Officiating Inspector, Goa State Coop. Bank Ltd., Curchorem Branch —Member.

D. C. Sahoo, Registrar of Co-operative Societies.

Panaji, 19th July, 1993.

Notification

No. 60/204/93/TS

In exercise of the powers vested in me under section 9(1) of the Maharashtra Cooperative Societies Act, 1960, as applied to the State of Goa, the Goa Police Staff Co-operative Credit Society Ltd., Panaji-Goa, is registered under code symbol No. RCS Credit-3/Goa.

D. C. Sahoo, Registrar of Coop. Societies.

Panaji, 13th July, 1993.

Certificate of Registration

The Goa Police Staff Cooperative Credit Society Ltd., Panaji Goa is registered on 18th July, 1993 and it bears registration No. RCS-Credit-3/Goa and it is classified as "Resource Society" under Sub-classification 8(a)—Credit Resource Society in terms of Rule 9 of the Cooperative Societies Rules, 1962 for the State of Goa.

D. C. Sahoo, Registrar of Coop. Societies.

Panaji, 13th July, 1993.

Office of the Asstt. Registrar of Cooperative Societies

Notification

No. ARCS/CZ/Credit/81/ADM/93

In exercise of the powers vested in me under Section 9(1) of the Maharashtra Cooperative Societies Act, 1960 as applied to the State of Goa, the VPK Urban Co-operative Credit Society Ltd., Mardol-Ponda, Goa is registered under Code Symbol No. ARCS/CZ/Credit-8(a)/75/Goa.

(Sd/- (D. M. Pathan), Asstt. Reg. of Coop. Societies (Central Zone).

Panaji, 30th June, 1993.

Certificate of Registration

The VPK Urban Co-operative Credit Society Ltd., Mardol-Ponda-Goa is registered on 30-6-93 and it bears registration Code Symbol No. ARCS/CZ/Credit-8(a)/75/Goa and it is classified as "Resource Society" under Sub-Classification No. 8(a) Credit Resource Society in terms of Rule 9 of the Cooperative Societies Rules, 1962 for the State of Goa.

(Sd/- (D. M. Pathan), Asstt. Reg. of Coop. Societies (Central Zone).

Panaji, 30th June, 1993.

Notification

No. 5-498-1993/ARSZ/Hsg

In exercise of the powers vested in me under Section 9 of the Maharashtra Cooperative Societies Act, 1960 as applied to the State of Goa, the Chaitanya Nagar Cooperative Housing Society Ltd., Aquem Margao Goa is registered under code symbol No. HSG(b)-76/South Goa/93.

M. A. Desai, Asstt. Registrar of Coop. Societies (South Zone).

Margao, 7th June, 1993.

Certificate of Registration

The Chaitanya Nagar Cooperative Housing Society Ltd., Aquem Margao Goa has been registered on 7-6-1993 and it bears registration Code Symbol No. HSG(b)-76/South Goa/93 and it is classified as "Housing Society" under Sub-Classification No. 5(b)-Tenant Co-Partnership Housing Society in terms of Rule 9 of Cooperative Societies Rules, 1962 for the State of Goa.

M. A. Desai, Asstt. Registrar of Coop. Societies (South Zone).

Margao, 7th June, 1993.

Notification

No. 5-492-1993/ARSZ/Hsg

In exercise of the powers vested in me under Section 9 of the Maharashtra Cooperative Societies Act, 1960 as applied to the State of Goa, the Samarth Cooperative Housing So-

ciety Ltd., Shantinagar-Vasco-da-Gama-Goa is registered under Code Symbol No. HSG-(a)-73/South Goa/93.

M. A. Desai, Asstt. Registrar of Coop. Societies (South Zone).

Margao, 10th March, 1993.

Certificate of Registration

The Samarth Cooperative Housing Society Ltd., Shantinagar, Vasco-da-Gama-Goa has been registered on 10-3-1993 and it bears registration Code Symbol No. HSG-(a)-73/South Goa/93 and it is classified as 'Housing Society' under Sub-classification No. 5-(a)-Tenant Ownership Housing Society in terms of Rule 9 of Cooperative Societies Rules, 1962 for the State of Goa.

M. A. Desai, Asstt. Registrar of Coop. Societies (South Zone).

Margao, 10th March, 1993.

Notification

No. 5-499-1993/ARSZ/Hsg

In exercise of the powers vested in me under Section 9 of the Maharashtra Cooperative Societies Act, 1960 as applied to the State of Goa, the Rose Mathias Chambers Cooperative Housing Society Ltd., Vasco-da-Gama, Goa is registered under Code Symbol No. HSG-(b)77/South Goa/93.

M. A. Desai, Asstt. Registrar of Coop. Societies (South Zone).

Margao, 15th June, 1993.

Certificate of Registration

The Rose Mathias Chambers Cooperative Housing Society Ltd., Vasco-da-Gama, Goa has been registered on 15-6-1993 and it bears registration code symbol No. HSG(b)-77/South Goa/93 and it is classified as "Housing Society" under Sub-classification No. 5-(b)-Tenant Co-partnership Housing Society in terms of Rule 9 of the Cooperative Societies Rules, 1962 for the State of Goa.

M. A. Desai, Asstt. Registrar of Coop. Societies (South Zone).

Margao, 15th June, 1993.

Department of Labour

Notification

No. 28/37/94-LAB

The arbitration agreement entered into between the management of M/s. Zuari Agro Chemicals Limited, Zuarinagar, Goa, and their workmen represented by Zuari Agro Chemicals Limited Workers' Union (Goa) on 22-6-94, in terms of sub-section (1) of section 10-A of the Industrial Disputes Act, 1947 (Central Act 14 of 1947) (hereinafter called the "said Act"), is hereby published in pursuance of sub-section (3) of section 10-A of the said Act.

By order and in the name of the Governor of Goa.

B. N. Bhat, Under Secretary (Labour).

Panaji, 2nd September, 1994.

FORM "C"

AGREEMENT

(Under section 10-A of the Industrial Disputes Act, 1947)

BETWEEN

NAMES OF THE PARTIES

Representing Employer:

M/s. Zuari Agro Chemicals Ltd., Zuarinagar, Goa

Representing Workmen:

Zuari Agro Chemicals Limited Workers Union, Zuarinagar, Goa

It is hereby agreed between the parties to refer the following dispute to the arbitration of Justice P. S. Malvankar, (Retired High Court Judge) presently residing in Bombay.

(i) Specific matters in dispute: As per Annexure.

(ii) Details of the parties to the dispute including the name and address of the establishment or undertaking involved.

M/s. Zuari Agro Chemicals Limited, Zuarinagar, Goa.

(iii) Name of the workman in case he himself is involved in the dispute or the name of the union, if any, representing the workman or workmen in question.

Zuari Agro Chemicals Limited Workers' Union Zuarinagar, Goa.

(iv) Total number of workmen employed in the undertaking affected.

151 workmen.

(v) Estimated number of workmen affected or likely to be affected by this dispute.

599 workmen.

The arbitrator shall make his award within a period of six months from the date of publication of this (Agreement) in the Official Gazette or within such further time as is extended by mutual agreement between us in writing. In case the award is not made within the period (of) aforementioned, the reference to arbitration shall stand automatically cancelled and we shall be free to negotiate for fresh arbitration.

SIGNATURE OF PARTIES

Representing the Employer

Representing the workmen

Sd/-

Sd/-

(M. G. Joshi)

(A. M. Kantak)

General Manager-Personnel & Administration, Zuari Agro Chemicals Ltd.

President, Zuari Agro Chemicals Limited Workers' Union

Witnesses:

(1) Sd/-

(2) Sd/-

ANNEXURE

"Whether the demand of Zuari Agro Chemicals Limited Workers' Union for payment of the following allowances at par with other employees who are paid the same, is justified?

(a) Factory allowances/Site allowance (clause No. 2.10 of settlement dated 22-6-94).

(b) Towel & Soap allowance (clause No. 2.11 of settlement dated 22-6-94).

(c) Washing Allowance (clause No. 2.12 of settlement dated 22-6-94).

(d) Annual Performance Award (clause No. 5 (Annexure-3 para 1.9 of settlement dated 22-6-94).

If so, to what relief the workmen are entitled?"

Public Health Department

Order

No. 7/1/91-I/PHD

On the recommendation of Goa Public Service Commission vide their letter No. COM/II/11/24(3)/91 dated 15-7-94, the following Biochemist of the Directorate of Health Services are promoted to the post of Chief Biochemist (Group 'B' Gazetted) with immediate effect in the pay scale of Rs. 2000-60-2300-EB-75-3200-100-3500 and posted as indicated against each of them.

Sr. No.	Name of the person	Place of posting
1.	Shri Pundalik R. Kelekar	Hospicio Hospital, Margao.
2.	Kum Aruna B. Xetie	Asilo Hospital, Mapusa.

They shall be on probation for a period of two years.

By order and in the name of the Governor of Goa.

Maria A. Rodrigues, Under Secretary (Health).

Panaji, 7th September, 1994.